



Legislative Council Staff
Nonpartisan Services for Colorado's Legislature

Final Fiscal Note

Drafting Number: LLS 21-0546 **Date:** July 15, 2021
Prime Sponsors: Rep. Ortiz; Carver **Bill Status:** Signed into Law
 Sen. Garcia; Gardner **Fiscal Analyst:** Josh Abram | 303-866-3561
 Josh.Abram@state.co.us

Bill Topic: **VETERANS' HIRING PREFERENCE**

Summary of Fiscal Impact:

<input type="checkbox"/> State Revenue	<input type="checkbox"/> TABOR Refund
<input checked="" type="checkbox"/> State Expenditure	<input type="checkbox"/> Local Government
<input type="checkbox"/> State Transfer	<input type="checkbox"/> Statutory Public Entity

This bill provides a statutory basis for private employers to show preference to veterans in hiring decisions. The bill requires the state to promote the policy via the Office of Film, Television, and Media in the Governor's office. The bill increases state expenditures in FY 2021-22.

Appropriation Summary: For FY 2021-22, the bill requires an appropriation of \$25,000 to the Governor's Office of Economic Development and International Trade.

Fiscal Note Status: This fiscal note reflects the enacted bill.

Table 1
State Fiscal Impacts Under HB 21-1065

	Budget Year FY 2021-22	Out Year FY 2022-23
Revenue	-	-
Expenditures		
General Fund	\$25,000	-
Total Expenditures	\$25,000	-
Transfers	-	-
TABOR Refund	-	-

Summary of Legislation

The bill allows a private employer to adopt a hiring policy showing preference to hiring a military veteran, or the spouse of a disabled veteran or service member killed in the line of duty. A hiring preference may be shown so long as the preferred applicant is as equally qualified as the non-veteran applicant, and the employer applies the policy uniformly to all hiring decisions.

On or before September 1, 2021, the bill requires that the Colorado Office of Economic Development and International Trade (OEDIT) develop production materials to educate and encourage employers to hire veterans. The general assembly must appropriate \$25,000 from the General Fund to OEDIT for allocation to the Colorado Office of Film, Television, and Media.

The bill is repealed September 1, 2029, following a sunset review conducted by the Department of Regulatory Agencies.

State Expenditures

For FY 2021-22 only, the bill requires that the General Assembly appropriate \$25,000 to OEDIT to promote the veterans preferences hiring policy in the state.

The bill provides a statutory basis for private employers to show preference to veterans in hiring decisions. This may provide a defense for employers against discrimination lawsuits; however, it is not expected to change the total number of civil claims pursued, and the courts will not have increased costs or revenue as a result. The bill will primarily impact private actors, and will not have any additional effect on state or local government revenue or expenditures.

Effective Date

The bill was signed into law by the Governor on June 23, 2021, and it takes effect September 7, 2021, assuming no referendum petition is filed.

State Appropriations

For FY 2021-22, the bill includes a General Fund appropriation of \$25,000 to the Governor's Office of Economic Development and International Trade.

State and Local Government Contacts

Judicial
Law

Labor
Military Affairs